

CAREER BENEFITS

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1. In order to induce able persons to make their careers in CIA, the Agency should provide specific and tangible benefits to them. The security aspects of CIA's mission which forces on many CIA personnel a role of anonymity, repugnant under normal circumstances to professional people, and the physical and mental stresses resulting therefrom are such that a compensating factor is desirable.
2. Most of the tangible benefits that might be provided to CIA personnel will require legislation. Continuous attention must be given to this problem since the opportunity to collaborate with some other department of government that is sponsoring desired legislation may provide an indirect means of attaining the objective.
3. Benefits that may be installed without additional legislation.
 - a. Additional pay for various types of hazardous duty. (Separated from the Career Service Program at your request but being carried forward through other channels.)
 - b. A meritorious award system providing for recognition of distinguished service to the Agency. (See Tab H).
 - c. A CIA overseas post classification system providing benefits responsive to unhealthful conditions.

It is recommended that:

 - (1) The Agency continue to follow the Department of State system.
 - (2) The Director of Personnel continue the exercise of his powers as in the past.
 - (3) The Director of Personnel, with the advice and assistance of the operating Offices concerned and the Medical Office, establish an Agency policy regarding the length of assignment in unhealthful posts, giving regard to the probable deterioration of health. This determination to be made without reference to salary differential or possible accelerated retirement credit.
 - d. Better group health insurance. (At present being actively worked on).

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- k. Benefits that will require additional legislation.
 - a. Additional benefits for personnel disabled while in the employment of CIA.
 - b. Pay, within-grade raises, and grade promotions for personnel who are detained involuntarily by foreign governments, known as "Missing Persons Act" for vouchered funds employees.
 - c. Application of the principles of the United States Employees' Compensation Act to dependents of employees engaged in hazardous duties who are themselves exposed to hazard.
 - d. Death gratuity of six months' base pay to dependents of CIA employees whose death occurs in line of duty while serving overseas.
 - e. A more liberal retirement system.
 - f. An appropriate and adequate leave system for all overseas employees.

It is recommended that the CIA Career Service Board give its continuous attention to benefits a. through f. above.

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